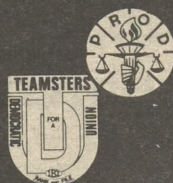


CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



October 1981
No. 20



Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600



Election in Canada's Largest Local

Five Year Battle for Democracy in Local 213

A five year battle for democracy in Local 213 in British Columbia and the Yukon Territory comes to a climax soon, with nominations for office scheduled for October 21, 1981 and a mail ballot to follow.

This is no ordinary local union election, but a crucial step in the long fight of many members of Local 213 to win the right to a secretary-treasurer of their own choosing.

The incumbent, John Donaldson, was not elected but appointed. The man elected in the last election—Jack C. Vlahovic—is the challenger this time. He was removed from office by union officials allied with Canadian Conference Director Edward Lawson. So Vlahovic is running again to resume the reform administration he began five years ago. The question is, can he win it?

Vlahovic himself is confident. "We have travelled to numerous job sites and meetings throughout the province already, and plan to continue it. What we are hearing is very positive. Even people who did not support us last time say they will this time, because of the way they feel their vote was stolen."

Vlahovic is heading the Action Reform Team of seven candidates. They are also backed by the BC-Yukon Chapter of Teamsters for a Democratic Union (TDU). The TDU Chapter was originally formed to restore the right to vote by having their duly-elected secretary-treasurer restored to office. But in the past three years concerns have broadened to include improved representation and democracy in the local and in the Teamsters Union as a whole.

Vlahovic's platform includes stronger representation, contract enforcement, better servicing of members including visits by representatives to plants and job sites where deliveries are made, area representation, and rank & file participation. One plank refers to the needs of owner operators and specifically pledges to allow owner operators the full right to vote their own contracts through a referendum process.

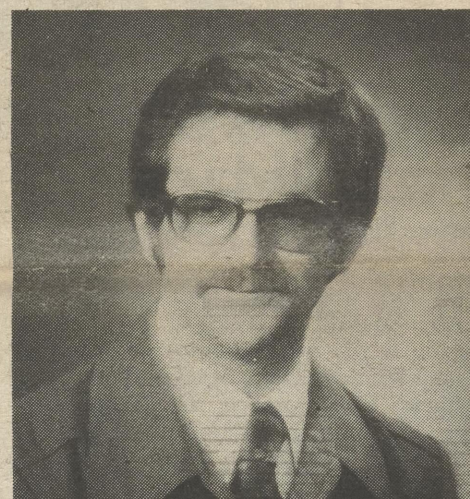
In addition to Vlahovic and Donaldson, also contending for the secretary-treasurer position is Bill Lewis. But in a 'preview' of the election held six months ago, Lewis finished well out of

the running. That 'preview' was the Local 213 election for seven delegates and two alternates to the IBT Convention which was held in June 1981. Vlahovic topped that poll, and three others on the Action Reform Team won as well. So Vlahovic supporters go into this race confident but apparently working hard to earn the support and involvement of a maximum number of members.

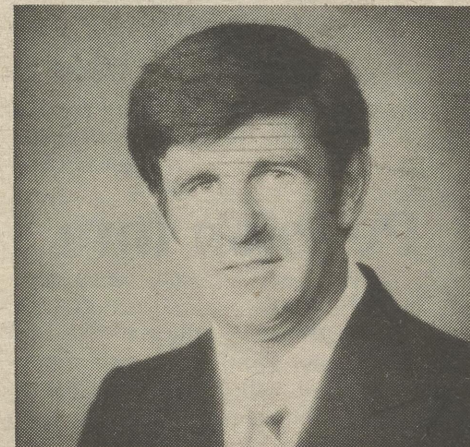
Fred Moroz, running for president on the Action Reform Team, told us "I think Jack has overwhelming support from the rank and file. It's important that they realize how critical it is to elect not just Jack, but the whole slate. In the last election Lawson managed to negate the vote of the members, by having control of four positions on the Executive Board."

Edward Lawson is not running in this election, as he resigned this year as an officer of Local 213. However, members of the Action Reform Team charge that he would be likely to be able to manipulate either Donaldson or Lewis, thus subjecting the local to a form of outside control. Lawson himself has made it clear he wants to keep what he calls "Vlahovic and his cohorts" from winning.

So the stage is set for the election, following the October 21 nominations. Teamsters across Canada and all of North America will be watching to see if the active reform forces will be able to complete the job they started five years ago.



JACK VLAHOVIC, who heads the Action Reform Team ticket as candidate for Secretary Treasurer of Local 213.



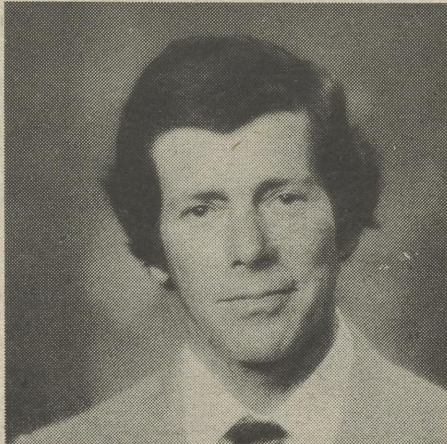
GEORGE FENNELL
Candidate for Vice-President



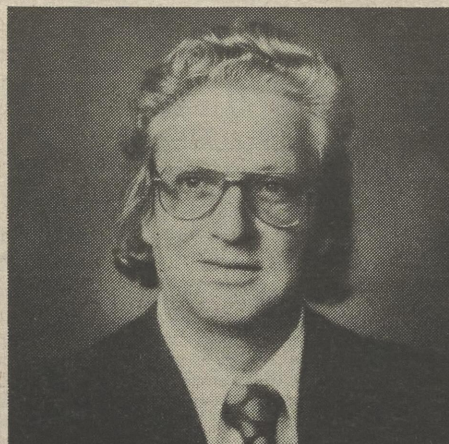
FRED MOROZ
Candidate for President



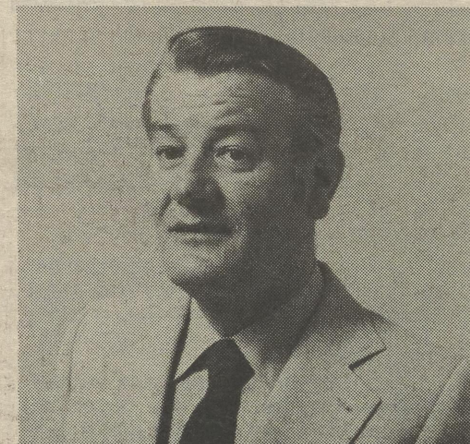
ROSS KULAK
Candidate for Trustee



GORDON WOOD
Candidate for Recording Secretary



KEN MacKENZIE
Candidate for Trustee



FRED LANSINK
Candidate for Trustee

LETTERS

Lamentations of Dispatcher or a Driver

THE DISPATCHER'S SIDE:

Telephones, telephones, that's all I hear.

"Pick up that steel load" or "Pick up that beer".

The dock is so jammed with yesterday's freight it looks like we'll never get caught up to date.

My job is a tough one, but you'll never know, cause you just come in and sign out and then go.

But I have to worry and I have to fret—

with only six trailers and twelve loads to get.

I am licked if I do and I'm licked if I don't.

some shippers will wait, but the other ones won't.

More power, more power, that's what I need.

Six trailers left over and only one steed.

You say that dispatching is part brain and part luck.

I still say it's tougher than driving a truck.

THE DRIVER'S SIDE:

You guys in the office will always complain,

but you work in comfort when we have the rain.

You're home every night with the kids and the wife,

and no driver's worries. Oh that's the life.

No worries about dangers if the front tire blows,

no worries about trailers that drop on their nose.

We have our headaches, don't think that we don't.

We heed all the road signs, but some people won't.

We're riding along and they're weighing tonight.

So we stop with the hope that you guys loaded it light.

Our mechanics are good, but we still have to care

about breakdowns and such—fifty miles from nowhere.

And when morning arrives and from bed you guys creep,

it's not until then that we're able to sleep.

So you stick to your job and I'll stick to mine.

But I'll give you odds of a ten to a fiver,

that a Dispatcher's only a **BROKEN DOWN TRUCK DRIVER!**

AMEN

Author Anonymous

Solidarity

Dear TDU,

I would like to see at least a small section reporting on the lessons learned, and struggles of, some of the rank & file organizations in the other major unions, i.e., Steelworkers Fight Back, Mineworkers for Democracy, etc. Maybe if TDU were to forge alliances with these people we could return the labor movement to the principles that made it strong, principles like an injury to one is an injury to all, organize the unorganized. We need an "American Solidarity."

Sincerely,

James Steckel
Local 104
Phoenix, AZ

Pension Info

Dear TDU,

Please give us the truth and complete facts about a person's retirement, what it will cost the retiree in medical fees and what he gives up when he retires. Some Locals will tell you—we think this or that—make them find out for sure so the retirees don't get short changed.

Sincerely,

Eugene G. Riede
Local 580
Coldwater, MI

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

Inspiration

Dear TDU,

There's so much to do and so little support for the doers. The trucking industry is certainly the backbone of the Teamsters but I need some coaching on inspiring white collar workers to do more than aspire to become management.

Sincerely,

Patricia Klees
Local 1518
New York, N.Y.

Recruit to TDU

Dear TDU,

Enclosed you will find a check for \$14.00 that I owe you for past shipments of **Convoy Dispatch**. Please send me 100 copies of each issue and bill me at time shipped.

Wherever and whenever I meet another Teamster in a restaurant, terminal, motel or truck stop I will try to recruit him into TDU.

Sincerely,

Don Landes
Local 29
Harrisonburg, VA

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Motto of the Month

"We don't believe in anybody. Don't believe in Lech either, believe in yourselves."

Lech Walesa
Leader of the Polish Union **Solidarity**

"In order to achieve social justice in the various parts of the world . . . there is a need for ever new movements of solidarity of the workers and with the workers. This solidarity must be present whenever it is called for by . . . exploitation of the workers and by the growing areas of poverty and even hunger . . .

"The experience of history teaches that organizations of this type—unions—are an indispensable element of social life, especially in modern industrialized societies."

From the encyclical of Pope John Paul II
"On Human Work"

Got a good quote or motto to share with fellow Teamsters? We will print it in this space if you send it in to us.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

George Feld, Local 200
Eileen Janadia (Local 337)
Gary Kuhn, Local 20

Mike Friedman, Local 407

Keith Gallagher, Local 229

Dan Hall, Local 375

Ed Howell, Local 391

Diana Kilmury, Local 213

Charis Moore, Local 315

Mel Packer, Local 800

Alternate:

Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

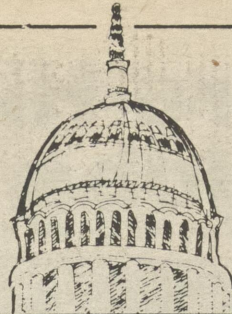
IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

Hearings Held On Dispatch Suit

An Administrative Law Judge (ALJ) recently heard three days of testimony concerning the issue of whether the dispatch procedures of Hall's Motor Freight are in violation of the Bureau of Motor Carrier Safety (BMCS) regulations for "on duty" time and fatigue. TDU members, Dave Gaibis and Chuck Lowery had been fired for "chronic and habitual absenteeism" because they refused to sit by their phone waiting for the dispatcher to call.

The Regulations define "on duty" time as all time "from the time a driver begins to work or is required to be in readiness to work until the time he is relieved from work and all responsibility for performing work." A BMCS Interpretive Bulletin states that drivers are on duty if they are not free to pursue activities of their own choosing. Hall's position at the hearing was that the drivers are free to do what they want as long as they notify the company of where they can be reached. If the ALJ accepts Hall's

argument that drivers are off duty during this period of time then the Court will be faced with the issue of whether someone can be disciplined or discharged while they are off duty.

Gaibis and Lowery's position is that they are "on duty". They feel that it is impossible to pursue activities of their own choosing if they must constantly be near a phone to receive dispatch calls. Additionally, they argue that they should not be required to have a family member or someone else near the phone authorized to accept a dispatch in their behalf if they are not there.

The ALJ has given Pittsburgh attorneys Paul Boas and Ron Berlin until October 30, 1981 to file written legal arguments in behalf of Gaibis and Lowery.

Contributions to help this important case, which affects every road driver, are greatly appreciated. Please send what you can to TDU, Post Office Box 5623, Pittsburgh, Pa. 15207. Please make checks to "Gaibis Case."

Pa. Teamsters Fight For Their Pension

A group of Pittsburgh rank & file Teamsters has been fighting nearly 20 years to gain the full amount of their pension benefits.

Recently, they received a setback when a Court of Appeals refused to allow them to intervene in an ongoing lawsuit against the Cumberland Md. area Teamsters pension fund. The court did, however, leave the path open for them to file a separate lawsuit.

TDU member and pension claimant, Ken Hoover, states that the problem began in 1967 when approximately 170 drivers were transferred from an area covered by the Cumberland Maryland Area Pension Fund to a jobsite covered by the Western Pennsylvania Area Pension Fund. He explained that they were repeatedly told by union officials not to worry, that the drivers would be "taken care of."

Hoover says, "They took care of us, alright. They reduced our pension

from \$30 a month to \$6 a month for each year of credited work."

Problems were compounded in 1978 when the Cumberland Fund changed the method of calculating benefits. Hoover gave the example of a driver who retired before the change and received approximately \$190 per month. Had that driver retired after the change, he would have received only \$60 a month in benefits.

Andy Nickelhoff, TDU staff member, points out that "this is a classic example of how Teamster members have been manipulated in attempts to collect benefits."

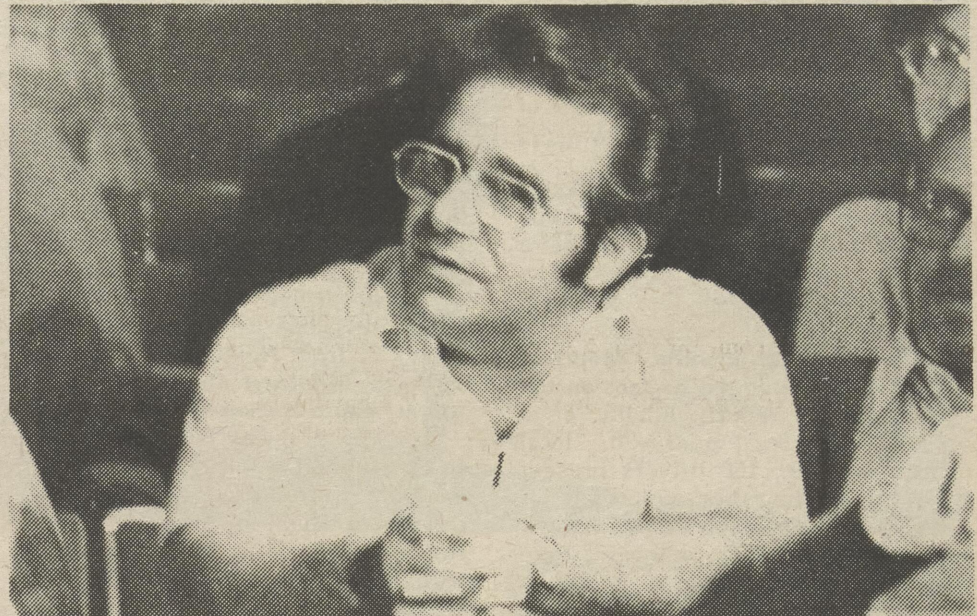
Albert Guyton and Axthle Guyer, involved in this pension struggle with Hoover and the other rank & filers from the beginning, agree: "We're not about to quit fighting."

Attorney for the rank & filers, Tom Geoghegan, of Chicago, will file a lawsuit in early October to pursue the pension claim.

Legal Briefs

Region 8 of the National Labor Relations Board has issued charges against UPS for the removal of TDU literature from its bulletin boards. Marty Smith and Duane Rosenberger, TDU Toledo chapter, had posted the materials. UPS had allowed all other types of personal notices to be posted but refused to allow the TDU's to do so. The precedent for the victories was established in a recent U.S. Court of Appeals case, titled **Helton V NLRB**, argued by TDU attorney Mike Goldberg.

The U.S. District Court in Detroit heard oral argument on September 16, 1981 in a suit initiated by TDU members to force Local 247 to hold union meetings. District Court Judge, Anna Diggs Taylor, granted permission for the Plaintiffs to pursue the legal claims. Judge Taylor stated that she will rule within 30 days on charges that Local 247 violates federal law by not holding union meetings. Judge Taylor could also rule that a trial must be held on the factual issues before a decision can be made.



He'll Be There: Dave Gaibis, Local 261, W. Middlesex, Pa. is a plaintiff in a lawsuit against babysitting the phone. He will be at the Rank & File Convention in Detroit on Oct. 31-Nov. 1 to discuss the case.

Your Right To Pension Information

If you're driving across the country, you don't start out blind. You get a map, and learn the important routes, landmarks and exits. Your Teamster pension is the same way. To make sure you end up with a decent pension later, you need to have a general idea of how your plan works, and get up to date information about how you stand.

Know how your plan works

Your Teamster pension plan has complicated rules that determine how you can qualify for—and lose—a pension. You don't have to know every detail. But you should know the basic rules—and more importantly—when to ask for more information.

Know the rules of your pension plan that affect you when you: (1) **start working** in a Teamster pension plan, (2) **change jobs**, locals, plans, etc., (3) **stop working** either by quitting, losing your job, or retiring. And once you retire, understanding the rules will help you know if you've gotten the pension you deserve.

Where to get answers

There are three places to go for answers to your pension questions:

(1) **The Summary Plan Description, or SPD**—is a book distributed to every Teamster that explains the pension plan rules clearly. If you don't have one, ask your plan for it. They are required by ERISA to give you one. **It is crucial for you to read your SPD over at least once**, to familiarize yourself with the rules of your plan. (Caution: the Trustees can change the rules at any time, so your SPD may be out of date on certain points.)

(2) **Ask Your Plan**—if you're not sure about the rules. It's best to write your questions and send them Certified Mail (Return Receipt Requested—ask your Post Office about how to do this). Keep a copy of any letter you send or receive.

(3) **The Government**—The U.S. Department of Labor, Labor-Management

Servants Administration (Washington DC 20210) has information about your ERISA rights and pension plan regulations.

IMPORTANT: There are some places you should NOT go to get information about your pension. For instance, your BA, your local union hall clerk, or your buddies on the job. They are not authorities on pension rules and if you take their advice you may risk losing your pension!

Check your credit

ERISA gives you the right to request a written statement from your plan once a year, telling you: (1) how many years of credit you have, and the dollar amount of your current benefits, (2) whether you are vested (eligible to receive a pension at a later date), (3) if you are not vested, how long until you will be. **If the plan doesn't send you the answer within 30 days after your request, you can sue them in federal court and possibly win \$100 for every day they delay answering.** Also, if you stop working, the plan must send this information within one year. Knowing how much credit you have and whether you are vested is important, especially if you are thinking about changing jobs.

ERISA also gives you the right to look at important documents relating to your employer's contributions to the pension fund. You can request copies of financial reports, trust agreements, etc. and the plan may charge you a small fee for sending them.

TDU will be soon be distributing two publications to help you protect your Teamster pension: **The Pension Information Request Form** can be filled in and sent to your plan to get information and check your status. **The Teamster Rank and File Pension Handbook** explains some of the most important pension rules, and details some of the pitfalls to watch for.

Montreal, Canada

Maislin Drivers Hit Non-Union Jobs

On Sunday night, September 20, 90% of the Teamsters at the big Maislin terminal in Montreal supported a protest against the diversion of work to brokers employed by Port Express.

The protest was initiated by the road drivers, but got the support of most of the city, dock and garage employees as well.

Through their protest, drivers report that a new "sense of unity" has come over them, and as CD goes to press, a meeting has been scheduled on the problem in dispute—a loss of union jobs.

Over the past months, Montreal Local 106 has dragged its feet on the issue, drivers report. Finally at a meeting on September 20, local officers told the 100 drivers present there was nothing they could do.

The drivers themselves, including a couple of active TDU members, then took action and initiated a protest at the terminal which began Sunday evening and lasted until Monday morning.

Various Maislin-Gateway owners showed up to try to end the protest, and in fact threatened various retaliations. Finally they fired several drivers and dockmen. Police were called but since the protest was peaceful, they left the scene.

Monday morning the company talked with a spokesman for the drivers

and also Local 106 officers, who finally showed up.

The drivers made it clear they would continue the protest until all employees were back to work with no firings. It was agreed that all would return to work and a meeting would be held on October 4 with management, Local 106, and the employees present to discuss the issue. No brokers are to come into the terminal until then.

The issue involved is a major one affecting Teamsters across North America. Maislin is not alone in diverting freight to non-union or broker divisions. In this case, freight comes in from New Jersey and New York to Montreal that the Maislin drivers claim is their work.

And the problem is serious at the International border in particular. For example, Detroit drivers right now are concerned about diversions that will run loads across the border each way, with loss of jobs to the local drivers in Detroit and Windsor who handle the freight now.

The Montreal drivers report they feel good about their show of strength and unity and want to continue this new union spirit and go on to win some protection of their jobs.

It's time for Teamster officials at all levels to realize how serious this problem is, and begin to deal with it. The upcoming freight agreement (USA) is one good place to start.

Will Concessions Create Jobs?

Across the country, International officials are telling the members and local officers that we need to reopen the contract so that we can 'put people back to work'. This sounds fine. But is it true? Will takeaways on hard won work rules and conditions really put laid-off Teamsters back to work? Or will they just bring on a plague of casuals into freight terminals from coast to coast?

With freight running slow, the number of casuals working right now is not as high as it has been in the past. But there are still plenty of companies where casuals almost outnumber full-time Teamsters.

In North Carolina at Carolina Freight in Rocky Mount the company has been offering huge discounts and the dock is covered up with freight. But far from creating more jobs, the company has actually laid off about 30 full-time employees and started working them as casuals. When you add the 20 or so 'regular' casuals who were already at Carolina there are as many casuals as full-time workers. The company works these casuals four shifts or more a week, harassing them for increased production with the threat that if they don't move 3200 lbs. per hour they won't be called for another shift.

In Pittsburgh MFX has also been using casuals since they put in their discount—a discount which they can afford since they took 21% of their employees wages in "relief". In Detroit on any Friday you can see more casuals working at Central Transport than there are regular employees.

Central wrote the book on work rule concessions, pioneering the direct pick up and delivery of freight by road drivers that all employers now want in the contract. In Pontiac the ATL dock is loaded with work—with casuals doing it.

The list goes on, and the point is clear. While Roy Williams may try to lull members to sleep by promising that concessions on work rules will bring back jobs—experience has shown that when the freight begins to run heavy again the carriers are not going to want to call back Teamsters to full time jobs. They will call in casuals.

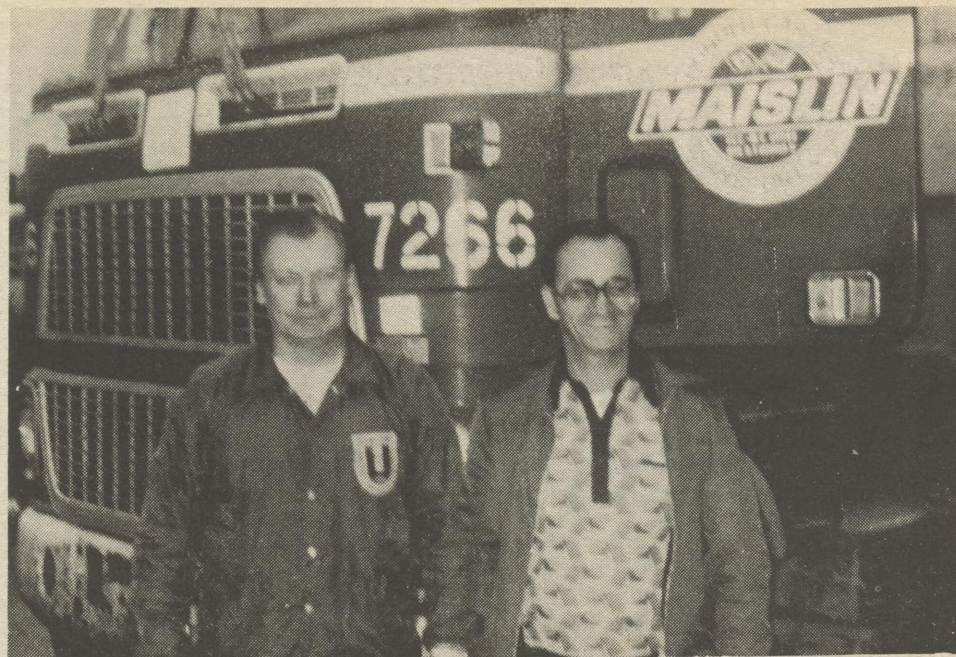
Job security can't be won just by giving the companies what they want. It has to be fought for—and written into the contract. A tight lid on casualization of Teamster jobs would be the place to start.

Eazor Backpay

Owner Operators with Eazor's special commodity division won a grievance ordering full back pay on the illegal revenue-sharing plan imposed without drivers' permission.

Tim Eazor tried to bluff Local 800 drivers by threatening to close down if they demanded their grievance award.

But finally, just hours before a threatened strike by Local 800, Eazor agreed to a three stage repayment plan that will make all drivers whole for their losses.



Drivers Earl Mudd (left) and Jean Louis Grenier will be attending the Rank & File Convention October 31-November 1. Both Grenier and Mudd have been very involved in the fight to prevent diversion of work to non-union brokers by Maislin-Gateway.

Latest report, as we go to press, is that Montreal drivers voted 232-6 against allowing the diversion on October 3, but that Maislin is still pushing it.

Des Moines, Iowa

Before You Cut Your Pay—Look At Pulley Freight

Is your company telling you that they just can't afford a decent wage scale? Are they threatening to park the equipment, move the terminal, or even close the doors? If they are then you should first take a look at what has happened to the 162 Teamsters at Pulley Freight in Des Moines, Iowa.

Until 1970 the Teamsters at Pulley worked for the Master Freight Wage Scale. Now, working under a standard rider to the NMFA they make \$9.38 an hour and about 23 cents a mile. This is \$3.36 less than the current basic NMFA wage scale and is substantially less than other carriers in Des Moines who also haul the same loads as Pulley—meat and dry freight.

In addition, Pulley drivers have no paid sick leave, a 60 day probation period, only get their 8 hour guarantee on layover after 18 hours, give up 2 free hours of breakdown time, and have 2 fewer holidays than Master Freight Teamsters.

In the Spring of 1980 the company parked enough equipment to lay off about 15 drivers. They told the men that if they would just give up the 35 cents an hour raise due to them, under the contract that they would put people back to work right away. The drivers voted it down. But the union conveniently scheduled another vote a week later—and this time they "got it right" and accepted the payout. The laid-off men were not returned to work 'right away' despite this concession.

Then, when the October 1, 1980 Cost of Living Adjustment was due the company only paid 25 cents out of the 49 cents an hour due to the men. The men filed a mass grievance against this refusal to pay the wage scale. But on November 28, 1980 the company threatened to implement a change of operations and move the terminal to Jefferson City.

On Sunday, December 7, the day before the change of operations committee was to convene in Chicago,

local union officials held a meeting with the Pulley Teamsters. They told them that if they would just drop their grievance that the change of operations would be dropped as well. Reluctantly, the men voted for the deal.

A few months later advertisements appeared in the Iowa newspapers, calling for 15 cents a mile drivers to work for Pulley. The ads were aimed into frightening the rank & file members at Pulley into giving up the April 1, 1981 77 cents cost of living and raise that was shortly to be due them. On April 10 the company announced that it would not pay a cent of the 77 cent raise. This was followed by an announcement on May 7 that the company was going to close. A meeting was held the next day, with television cameras present, at which it was flatly stated that the company was going out of business on June 1. After the men voted to give up the 77 cents and drop all grievances on this issue, however, the company somehow found a way to keep going.

And keep going it has. Just last month two new KW tractors showed up at Pulley, bearing the placards of "Pulley Contract Carriers, Inc." (PCCI). While it is not yet known what the wages and working conditions of PCCI drivers will be, it is known that they are hauling what used to be the freight of Pulley Freight Teamsters, are running on Pulley's rights, leasing their equipment to Pulley Freight, and are reportedly owned and managed by the same set of bosses as control Pulley Freight.

Pulley Teamsters are beginning to wonder. Have all their sacrifices and concessions simply gone to fund domicile points outside of Des Moines and a leasing company that could well steal their jobs? It's a lesson that all Teamsters should consider before giving up their wages, COLA, or working conditions.

National Grievance Committee Decision Stops Payout Deductions

'Relief' Stopped at Jones

"We went to the Teamster leaders in Washington first, before we went to our workers with this plan. We discussed it with Roy Williams. We cleared it with the Teamster officials. They told us that they were not in a position to include the plan in the National Master Freight Agreement. But they said they wouldn't interfere with it as long as our employees voluntarily agreed to it."

—Donald R. Sheehy
President of Jones Motor
quoted in *Washington Post*, Oct. 3

Rank & file pressure has resulted in the abolition of the 'voluntary' 15% payout 'relief' program at Jones Motor. It has forced a decision of the National Grievance Committee that could curb most of the current 'voluntary' wage cut programs now spreading throughout the freight industry. This decision reverses the previous position of the union which, according to Jones Motor President Sheehy, was one of private approval of the Jones 'relief' payout program.

The National Grievance Committee ruled on Thursday, September 24, that the "Earnings Participation Plan" at Jones Motor, which called for individuals to sign an agreement with the company providing for a 15% deduction from their paycheck was in violation of the National Master Freight Agreement, Article 6, Sections 1 and 2. The Committee ordered the Local unions involved and the company to negotiate a repayment plan to make sure the employees get their money back.

This ruling, on a grievance filed by Wilmington Local 326, came as widespread dissatisfaction with the payout program was building throughout the Jones system.

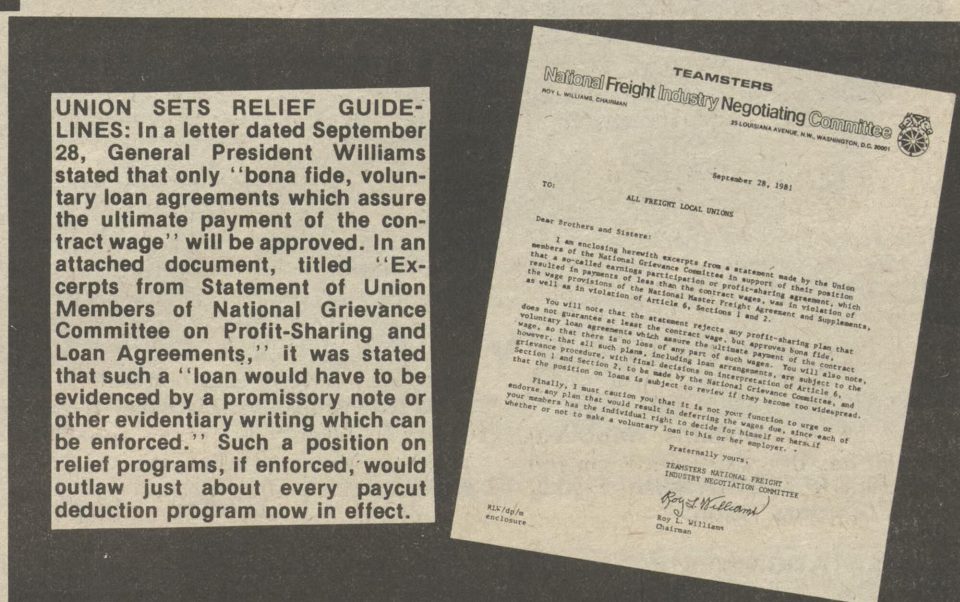
In Chicago over 100 Teamsters had

refused to sign. In Pennsylvania, Locals 107, 384, and 429, NLRB charges, grievances and protest letters were filed. The Pittsburgh terminal had been closed because the employees refused to buckle under. Resistance was reported in New Jersey and New York State as well through grievances despite Jones' threat to close more terminals.

Rank & File Organizing Made the Difference

In his letter to all Jones employees dated September 25, conceding defeat, Jones Motor President Sheehy admitted it was the efforts of rank & file members that made the difference. He cited the rank and file's negative reaction to Jones' implementation of the plan in violation of a promise that it would not do so unless it had "100% participation". Sheehy remarked that had this issue not come up then he would have been able to avoid the "various grievances, unfair labor charges, and other challenges that have been generated by a relatively small group of employees and union locals."

In the same letter, Sheehy threatens to pull out of the NMFA altogether, and urged his employees to join him in



this effort to overcome "the employees that are opposed to the plan (who) have been the most vocal and they appear to be a very small minority."

"Small minority" or not, it is clear that it was this rank and file pressure that forced the union's decision. According to Sheehy himself, the union did not always look upon the plan with disfavor. Speaking to Warren Brown, a reporter for the *Washington Post*, Sheehy stated that the payout

plan was cleared with the International Union before taking it to the men.

That was last spring. Six months of rank and file pressure have changed the policy of the union and stopped relief at Jones. It is as simple as that.

Rank and file Teamsters at Jones are not giving up now. They are not going to let Jones Motor simply pull out of the NMFA. They started a petition drive with the help of TDU to keep Jones Motor in the NMFA.

Williams Pushes Flex

It is now clear that the sellout on the "flexible work week" comes straight from the top.

TDU has obtained a copy of a letter sent from Jack Yager, Executive Assistant to the Chairman of the Central Conference of Teamsters, to Gairald Kiser, President of Cincinnati Local 100, dated August 10. The letter reveals that Roy Williams himself has decided that the rules governing the flex can be amended in a way to clearly give employers such as Roadway Express the upper hand.

The letter states that road drivers should be allowed to vote on the flexible work week. It hands a perfect weapon to the employers, who can then threaten the road men with a change of operations unless the flex is voted in. Meanwhile, city and dock

men lose their weekends off and their premium pay.

This is exactly what is happening at the Cincinnati terminal of Roadway Express. Unable to get the dock and city Teamsters to vote for the flex—they voted it down by over 80% in August—the company is trying to divide the city and dock Teamsters from the road drivers and force the flex through.

Just in case this doesn't work, however, the Ohio State Conference has taken another step to strip the members of their rights. On July 9 they amended the "Guidelines for Operation of the Flexible Work Week" to eliminate the requirement that there be any votes at all by the affected employees! Now all that is required is that the local union and Ohio Joint State Committee approve the flex.

Big R Survey To BMCS

Responses to the TDU/PROD questionnaire sent to Roadway Express drivers reveal that the overwhelming majority of Roadway terminals from which responses were received are violating the Federal Motor Carrier Safety Regulations (FMCSR).

TDU/PROD received responses from 19 different terminals in the Midwest and East. Approximately 70% of the drivers who responded stated that they are required to log detention and breakdown time as off duty. Most drivers stated that they are required to stay with their vehicles during this time and to call in at periodic intervals to advise of the vehicle's status. Many indicated that this policy was initiated in April, 1981.

Approximately 30% of the drivers stated that while they are theoretically off duty during meal stops, they are subject to discipline if their vehicle is damaged or if they pursue activities

not to the company's liking.

The FMCSR require all time to be logged "on duty" unless the driver has been relieved of all responsibility for his vehicle for a predetermined period of time set forth in written instructions. Roadway is neither relieving its drivers of all responsibility during meal stops, nor is it relieving its drivers for a predetermined length of time during breakdowns or detention.

TDU/PROD General Counsel Joe Keffer presented the results of the survey to BMCS direction Kenneth Pierson. He demanded that the agency launch enforcement proceedings against Roadway and that it require the carrier to notify all drivers of their proper logging responsibilities. Mr. Pierson assured that the BMCS would pursue the matter. We will keep you informed of progress—if any.

Will Union Stop All Relief Deals?

As the article on the decision of the National Grievance Committee concerning the Jones Motor "Earnings Participation Plan" indicates, rank and file effort has succeeded in forcing the union to take a stand on one of the worst attacks on unionism in the trucking industry: the individual 'voluntary' payout 'relief' programs.

Williams Spells Out Guidelines on Relief

Now rank and file Teamsters at many companies are wondering whether or not the union will move to stop their 'Relief' deals and force the company to pay back their money as has been done at Jones Motor. A recent letter from General President Williams, dated September 28, and sent to all freight locals may provide some answers.

In this letter, Williams states that under the Jones Decision it is the position of the Union that all relief plans that do not "assure the ultimate payment of the contract wage so that there is no loss of any part of such wages" will be deemed to be a violation of the contract. This means that the plan must be in the form of a "bona fide loan" before it would be approved by the Grievance Committee.

Some local officers have interpreted this to mean that any relief plan must have a definite repayment date before it would be permitted under the Jones Decision and Roy Williams' letter. This would effectively outlaw just about every relief plan now in effect.

But, as Williams' letter also points out, the "final decision" on all such plans will be made "by interpretation of Article 6, Sections 1 and 2, to be made by the National Grievance Committee."

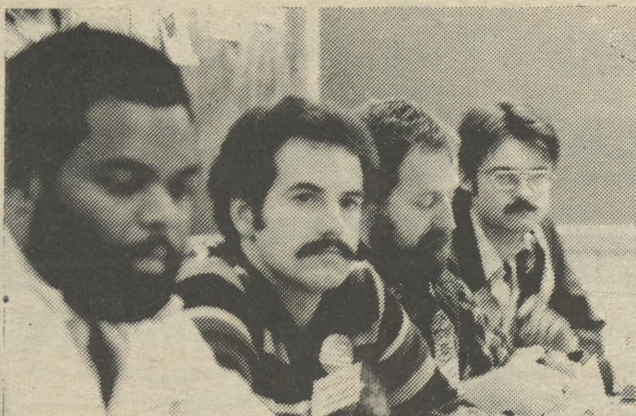
In other words, they are going to judge each relief program on a case by case basis.

It's Up to You

This means that it is up to the members at companies such as IML, System 99, Maislin-Gateway, MFX, Cooper-Jarret, or Eazor, to make sure that grievances are filed and that their locals notify the company that their plans are in violation of the Jones Decision.

If you want a copy of the Jones Decision, or of Williams' letter spelling out guidelines on relief, contact TDU and we'll be glad to send you copies.

The fight isn't over. It is going to have to be fought on each case. And it will take continuing rank and file pressure to make sure that the union follows through and uses this positive grievance decision to the best interests of the rank and file.



This workshop on "Preparation for Internal Union Hearing" is only one example of the many educational workshops offered at the convention.

FRIDAY

REGISTER EARLY AND PARTICIPATE IN SOME SPECIAL WORKSHOPS

EARLY REGISTRATION Friday 12:30-9:30 pm
Founders Room

ORIENTATION MEETING FOR 1981 CONVENTION 3-4 pm Crystal Ballroom
(for convention helpers)

WORKSHOPS FOR EARLY ARRIVERS 4-6 pm

1. **Attacks on OSHA** (Occupational Safety & Health Administration). See two educational movies banned by the Reagan Administration, *Can't Take No More* and *Worker to Worker*. Discuss the attacks on OSHA and what it means for the labor movement and for Teamsters. Both movies received awards at the American Film Festival, 1981.

2. **Labor History Slideshow and Tour**. Walking labor history tour of downtown Detroit conducted by local labor historians. The tour will visit some of the sites of the 1937 sitdown organizing wave. Tour will be preceded by a slide-show giving an overview of Detroit's labor history. (Offered twice, at 1 pm and 4 pm.)

3. **Rank and File Economics — Union Issues in Hard Times**. We are working to rebuild our union in hard economic times. Unemployment and inflation are often used as excuses against the members. But we can't ignore economic issues—this workshop will give you some basic understanding of the impact of unemployment, inflation, and stagnation in our jobs, our union, and our future.

DINNER 6:30-7:30 pm Lawyers Club

MINI SESSION **Where is TDU Headed**
7:30-9:30 pm English Room

This will be a discussion session led by TDU Organizer Ken Paff, on where TDU has come from and where we are headed. How can we build our movement in these hard economic times, with so many members afraid, and our union on the defensive? What steps will it take to make the big changes we need to get members involved? These are some of the issues to be discussed.

RECEPTION FOR EARLY REGISTRANTS
9:30-11:30 pm Lawyers Club

VIDEO SHOWINGS 9:30-11:30 pm
English Room

1. **Video Tape of the 1981 IBT Convention**. See excerpts from the 1981 Convention, including some shots of TDU members in action.

2. **Fighting for Our Union**, by Salt of the Air Video. Finished version of an organizing tape about TDU, why people organize, around what issues, how they organize, etc.

BREAKFAST FOR EARLY REGISTRANTS
7-8 am Saturday Lawyers Club

Special Events

FILM AND VIDEO SHOWING about TDU presented at different times throughout the convention.

BANNED OSHA FILMS: *Can't Take No More* and *Worker to Worker*, on the attacks on OSHA (Occupational Safety & Health Administration). Both films received awards at the American Film Festival, 1981.

"THE YAZOO BROTHERS": fantastic Detroit group playing country, rock, and blues for after the banquet entertainment.

CASH BAR at Break and Cocktail Hour, 6:30-8

CASH BAR at Party, 10-12:30 am

Come to the 6th Annual Convention - Oct. 3

SATURDAY

REGISTRATION 8:30 - 10:30 am Founders Room

Video Showing During Registration—*Fighting For Our Union*, a video tape on building TDU, Salt of the Air Video.

SESSION I The Fight to Save Our Jobs and Our Union 10:30 - 12:30 pm Crystal Ballroom

Chair: Bill Slater, San Francisco Local 468 and member of Carhaul Committee

Welcome & Introduction: Ken Paff, Local 407, TDU Organizer & Intl. Steering Committee

Overview of Convention: Eileen Janadia, Intl. Steering Committee and TDU/TRF Office Staff

Speakers: Al Ebert, Local 773, Eastern PA

Dave Anderson, Local 407, Cleveland

Cannery Worker Representative from Watsonville, CA

LUNCH 12:30 - 1:30 pm Woodward Room

SESSION II Jurisdictional Meetings 1:30 - 4:00 pm

1. National Master Freight (NMFA) - Shelby Room

2. Carhauleders - Michigan Room

3. United Parcel Service (UPS) - Parlor C

4. Steelhauleders - West Room

5. Food Processing and Production Workers - Ontario Room

6. Grocery & Warehouse - East Room

7. Construction - Windsor

8. Other - could see OSHA films or film and/or video about TDU

Lawyers Seminar 1:30 - 4:00 pm English Room

COFFEE BREAK 4:00 - 4:30 pm Founders Room

SESSION III It's Our Organization Crystal Ballroom

Chair: Pete Camarata, Local 299, Detroit, Co-chair, Intl. Steering Committee

Speakers: Ken Paff, Local 407, TDU Organizer & Intl. Steering Committee

Joe Keffer, attorney, Washington Office

Also: Constitutional Amendments

Nominations for International Steering Committee

BREAK AND COCKTAIL HOUR 6:30 - 8:00 pm Grand Ballroom Reception Area
Special Roadway Meeting - Parlor C
Special Kroger Meeting - East Room

BANQUET 8:00 - 9:30 pm Grand Ballroom

PARTY, MUSIC, AND CASH BAR 9:30 - 12:30 am Grand Ballroom

VOTING FOR INTERNATIONAL STEERING COMMITTEE 10:00 - 11:00 pm Woodward Room

SUNDAY

BREAKFAST & VOTING FOR INTL. STEERING COMMITTEE 8:30 - 9:30 am Woodward Room

SESSION IV Workshops 9:30 - 11:15 am

1. Building a TDU Chapter and Influence in Your Area - Michigan Room

2. Introduction to TDU - Windsor Room

3. Shop Floor Organizing - Parlor C

4. Organizing for Local Contracts - Ontario Room

5. Driver Safety & Health - English Room

6. Teamster Pensions - Shelby Room

7. Fighting Discrimination - Mason Room

8. Dealing with Harassment and Red Baiting - East Room

9. Rights Under the IBT Constitution - West Room

10. Legal Rights - Washington Room

LUNCH 11:15 - 12:15 pm Founders Room

SESSION V Workshops 12:15 - 2:15 pm

1. Using the Grievance Procedure - Michigan Room

2. Legal Rights - West Room

3. Contract Relief - Parlor C

4. Campaigns for Local Union Office - Shelby Room

5. Arbitration - Windsor Room

6. Wives in TDU - East Room

7. Organizing the Unorganized - Mason Room

8. Preparation for Internal Union Hearing - Ontario Room

9. Being Effective at Union Meetings - Washington Room

10. Attacks on Occupational Safety and Health (OSHA) - English Room

Note: Company meetings and sub-committee meetings from jurisdictional meetings could be scheduled at this time if need be.

SESSION VI TDU in the Next Year and the Coming Contracts 2:15 - 3:30 pm Crystal Room

Chair: Ted Katsaros, Local 282, New York, Co-Chair, Intl. Steering Committee

Speaker: Mel Packer, Local 800, Pittsburgh, Intl. Steering Committee

Also: Reports from Jurisdictional Meetings

Introduction of Intl. Steering Committee Members & Election of Officers

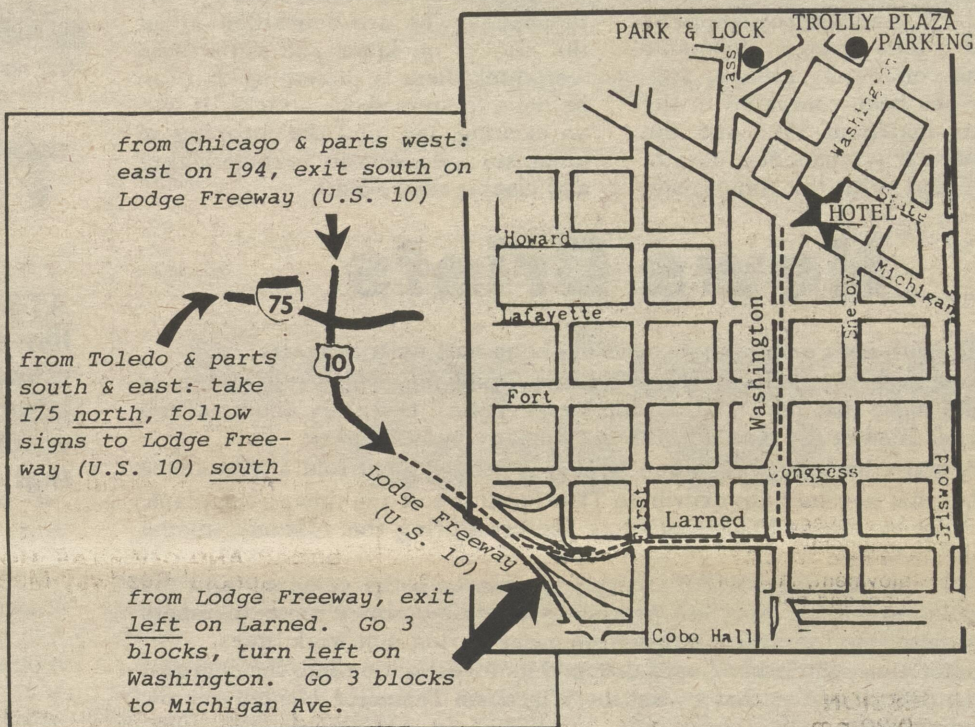
ual Rank and File 31 & Nov. 1

DESCRIPTION OF CONVENTION WORKSHOPS

- 1. Using the Grievance Procedure.** To "learn to sleep with the contract without going to bed with the boss." How to use the grievance procedure more effectively as well as the mechanics of grievance handling.
- 2. Your Legal Rights as a Teamster.** Learn your rights in the union, on the job, and as a rank and file activist. How to protect your people and guarantee your rights. (Offered twice.)
- 3. Campaigns for Local Union Office.** To explain techniques and strategies that can win and that also help build the rank and file movement (TDU). Also, learn your legal rights as a candidate.
- 4. Organizing for Local Contracts.** Learn how to get input into local contracts and bargaining. How local chapters can have influence. You can make a difference—learn from those who have.
- 5. Building a TDU Chapter and Influence in Your Area.** Learn how to build membership, keep people involved, and overcome apathy. Techniques for signing up members and determining appropriate chapter projects will be discussed as well.
- 6. Being Effective at Union Meetings.** To learn to get your point across more effectively and not be ruled out of order. Also, how to be prepared in advance and overcome obstacles. Parliamentary procedure as well.
- 7. Driver Safety and Health.** To hear reports on on-going efforts to pass the Truck Safety Act and other actions. Discussion of future priorities for the Washington office and in the field of safety and drivers' conditions.
- 8. Wives in TDU.** To explain what wives are doing to build the Teamster reform movement. To explore ways of involving more wives and keeping them involved. A slide show will also be presented. (Husbands of Teamsters are also welcome.)
- 9. Fighting Discrimination in the Union and on the Job.** Share information and experiences helpful to minorities and women in fighting discrimination in their locals and on the job. Report on activities of Spanish speaking members in TDU in winning rights.
- 10. Preparation for Internal Union Hearing.** Learn how to bring union charges against an officer or the entire executive board when they have violated the bylaws or constitution. Learn how to defend against charges, also. Led by experienced members and an attorney.
- 11. Teamster Pensions.** An overview of current pension law, the principal provisions of major Teamster pension funds (including provisions many Teamsters overlook). Also, discussion of what's going on now to correct abuses and improve pensions. An ample question and answer period will be led by an expert in Teamster pensions.
- 12. Introduction to TDU for Interested Teamsters.** Hear the history of PROD and TDU, what we're about, what our goals are. Led by some of the founding members, who will answer questions.
- 13. Dealing with Harassment and Redbaiting.** How many times have we heard, "TDU is for right-to-work and communism"? How to deal with lies about TDU, with the "U.S. Labor Party" literature used in various locals, and come out ahead in terms of support.
- 14. Organizing the Unorganized/Bust the Union Busters.** Learn the importance of organizing, and how to get involved in organizing efforts.
- 15. Arbitration.** The last grievance step in many contracts is arbitration. How does it work, what kinds of cases are likely to win (or lose), how to be prepared to get the most. Learn from a professional union advocate at arbitration hearings.
- 16. Contract Relief.** Many thousands of Teamsters have seen their contract signed away, or have signed individual agreements with their company doing the same thing. Why is this happening, what the union is doing, and what can be done about it by rank and file members.
- 17. Shop Floor Organizing.** Building unity in your shop on matters such as grievances, contracts, and defense of unionism. Various ideas and tactics will be discussed.
- 18. Rights Under the IBT Constitution.** Understanding the basic features of the IBT Constitution, including new clauses from the June 1981 Convention. What rights do you have and what rights don't you have... and enforcement of rights. Led by a TDU attorney.
- 19. Attacks on Occupational Safety and Health (OSHA).** See two movies banned by the Reagan Administration, *Can't Take No More* and *Worker to Worker*. Discuss the attacks on OSHA and what it means for the labor movement and for Teamsters. Both movies won awards at the American Film Festival, 1981.



Wives of Teamsters are pictured here in the special workshop for wives. Many wives attend the convention along with their husbands and participate in the main sessions and the workshops.



Getting to the Convention...

For car parking... There are numerous parking lots within walking distance of the hotel. We suggest that you park in a lot where you can lock your car and come and go at any hour. Listed below are a couple of suggestions:

Trolley Plaza Parking Garage: Park & Lock; indoor parking; open 24 hours; Fri.—\$3 all day; Sat. & Sun.—\$1 all day. No vans, RV's, or busses. Two blocks north of the Hotel, at Washington Blvd. & Grand River.

1370 Cass Ave. Parking: Park & Lock; outdoor parking; Fri.—\$3.75 all day; Sat. & Sun.—\$3 for 24 hours. One block north and 2 blocks west of the Hotel.

Special note on car parking... Do Not park in the lot next to the Book Cadillac Hotel. That lot closes at 6:00 pm and they are not associated with the Hotel. When closing the lot, they do not leave your keys with the hotel.

From the airport, you can catch a Greyhound Bus to the Book Cadillac Hotel. The fare is \$5 one way. Buses run during the day approximately every half hour from the South, North, and International Terminals. From 12 midnight to 6 am, buses run every hour.

After the convention, we can arrange car pools to take people to the airport. There will be no charge for return service to the airport.

For parking trucks or RV's... no problem. Just call the TDU Office in Detroit, 313-842-2600, before the convention for advance plans. We will tell you where to park and how to get picked up if you are coming in your truck. We will have a shuttle service for those parking their rigs and coming to the convention. If calling the day of the convention, call 313-256-8000 and ask for the TDU Office in the Normandie Room.

Register Now... Save \$10!

Postmark your registration before October 21 and receive a \$10 reduction in registration fee (\$5 if registering for one day only). Reductions available for Teamsters and spouses only.

Name _____
Address _____
City _____ State _____ Zip _____
Phone () _____ Local Union No. _____

If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration fee. (Everyone must pay full housing costs.)

Mail to: TDU, Box 10128, Detroit, Mich. 48210
Phone: (313) 842-2600

Convention Registration		# of Persons	Total
Saturday & Sunday	50.00	_____	_____
Saturday only	32.00	_____	_____
Sunday only	18.00	_____	_____
Fri. dinner & Sat. breakfast	13.50	_____	_____
Housing Cost (includes tax)		Fri. Sat. Sun.	
Single occupancy	33.60	☐ ☐ ☐	_____
Double occupancy	42.00	☐ ☐ ☐	_____
Triple occupancy	52.50	☐ ☐ ☐	_____
Quad occupancy	63.00	☐ ☐ ☐	_____
Childcare (costs on previous page)		# of Children	_____
If you are not a TDU member or if your membership has expired, JOIN NOW. \$20-\$25 for a year's membership and a year's subscription to CONVOY-DISPATCH.			
Total amount			_____
Less reduction for early registration and, if eligible, for registration reduction due to distant travel.			
Total amount paid			_____

**1981
Rank & File
Convention**
Teamsters for a
Democratic Union
Oct. 31 & Nov. 1

Book Cadillac Hotel
Downtown Detroit
1114 Washington Blvd.
—REGISTRATION—
Friday, Oct. 30, 6-10 pm
Saturday, Oct. 31, 8:30-10:30 am

Rank & File Bulletin Board

Rank & File March On "Solidarity Day"

by Frank Greco
Local 478, Edison, N.J.

Approximately 30 Teamsters from the East and Midwest, members of TDU, marched in the Solidarity Demonstration held in Washington, D.C. on September 19. On the West Coast rank & file Teamsters also participated in three similar rallies held on the same day, including 70 Teamsters from Local 208.

The Solidarity March was sponsored by the AFL-CIO and was supported by many civil rights groups, women's groups, and community groups. Solidarity Day has been compared to the Civil Rights march of 1963 and the massive anti-war protests of a decade ago. In size and spirit the comparison

holds, although it is possible that the 400,000-strong Solidarity Day was larger than any prior protests.

The International Brotherhood of Teamsters declined to endorse the march or participate. But individual Teamsters came to the rally from Pittsburgh, Boston, New York, New Jersey, Cleveland and Detroit. They carried our banners high and got applause from many who appreciated our involvement in the march.

We were proud to be a part of the thousands who are concerned about the attacks on labor and with those who think there is something that can be done to stem those attacks. It was an exciting day, and the meaning of unionism and solidarity became bigger and clearer than before.



Rank and file Teamsters march on Solidarity Day.

News Briefs

When the truth isn't on your side, you might as well twist the facts.

That seems to be the policy of the *Wisconsin Teamster* which reported in its August, 1981 issue that the "TDU Group Loses Again" in a story about several NLRB charges filed at the Krause Milling Company in Milwaukee.

The story starts back in May, when Krause's management told a Milwaukee TDU member that he could not distribute TDU literature at any time in the plant. Local 200 Business Agent Mike Enea was present during this blatantly illegal move and did nothing.

So the TDU member filed NLRB charges against both the company and the union for violating federal labor law provisions which guarantee union members the right to distribute literature in non-work areas during non-work times.

At the end of June, the Labor Board dropped its investigation into the charges. Sounds like a defeat, and so that's what the *Wisconsin Teamster* decided to crow about in its headlines.

Too bad for them, the story doesn't end there. Because in fact, the board charges were dropped only after the company made a deal with the NLRB and agreed to recognize the right of workers to distribute union literature unhindered. So in the end, TDU had won a real victory for rank and file democratic rights. Something the *Wisconsin Teamster* doesn't seem too interested in.

By the way, you can read the true story in the *TDU Milwaukee Watchdog*, the newsletter of the Milwaukee TDU Chapter. They don't have to twist the facts—the truth is on their side.



You hear a lot of talk these days about "declining productivity." Mostly it's in the form of a lot of moaning and groaning by management, and usually they blame us—the rank and file worker—for being the cause of it. Lazy and overpaid—how many times have you heard that one?

Well a recent article from *Newsweek* magazine explodes all that management nonsense about productivity. *Newsweek* says that laziness on the part of blue-collar workers has nothing to do with "declining productivity." In fact, according to the article, blue-collar productivity has risen in the past three years.

Well, what's the problem, then? This is what *Newsweek* says:

"The phrase 'declining productivity' conjures up the popular vision of lazy factory workers and featherbedding unions, but nothing could be further from the truth. America's productivity problem lies not among its unionized blue-collar workers. The key to productivity lies not on the factory floor, but in the office. Blue collar productivity rose while white collar productivity fell in the three years 1977 to 1980."

The article concludes, "Who works for a firm that has not added new layers of management in the past ten years?"

Next time your boss starts complaining that you're not working hard enough, and that productivity is falling, why not tell him to fire a few bosses in the front office. Maybe that'll shut him up.

"No matter what will be the fate of national Solidarity, the Polish worker will never again enter the office of his manager as if for interrogation: frightened, humble and cringing."

—Quote from a Polish workers' newspaper, which appeared in the N.Y. Times, and was reprinted in Harrisburg's TDU's *Teamster Talk*

This Is Unionism?

"Our organization is no different than a board of directors of AT&T, ITT, and ATA . . . We have a board of directors just like a corporation has a board of directors . . . I make more money in the private sector as a businessman than I do in the labor movement. Now is that a crime? I invest my dollars wisely. I take care of my family wisely. Those are the things that you people do. I do exactly what you do."

—Jackie Presser, in a speech before the Cleveland City Club, a businessmen's private club, on May 8, 1981

Think About It

A number of items concerning the struggle of Polish workers to win free and democratic trade unions came across the desk of the *Convoy Dispatch* editor this month. Here are a few samples:

If we were in Poland, would Jackie Presser be head of Solidarity or head of the Polish Communist Party? Think about it!

From a column called "Food for Thought" in *Speak Out*, the Cleveland TDU Chapter newspaper

Maine: TDU & Solidarity

The question of Solidarity and the Polish workers came up in connection with TDU at a recent meeting of Local 340 in Maine.

During the meeting, one of the Local 340 officers went into the usual tirade about how TDU was just a bunch of communists and subversives.

But just as he sat down, another member of the Local's Executive Board, who isn't a member of TDU, stood up and said that from what he could tell, TDU didn't seem like Communists at all. In fact, he said, it seemed that TDU seemed much more like the Polish Union Solidarity, which is fighting for the right to strike and democracy in the Polish union movement.

The only question we have is: If TDU is the same as Solidarity, what does that make the IBT officials who are constantly trying to tear us down?

TDU Organizing

TDU members were particularly active during the month of September, holding new organizing meetings in many locations.

In **Charlotte, North Carolina** over 75 Teamsters jammed the hall on September 13 to form a new TDU chapter....In the **Twin Cities, Minnesota, Lebanon, Pa., Stanton, Va., and Baltimore, Md.** strong groups of rank and file members also gathered to form organizing committees to build chapters in their area....

In **West Middlesex, Pa.** a TDU organizing meeting was held, with rank and file organizers **Duane Rosenberger (UPS)** and **Konstantine Petros (Roadway)** from **Toledo Local 20** traveling to the meeting to talk about the background of TDU and the reopening of the **National Master Freight Agreement**.

Many more established chapters held similar meetings, from **Maine to Los Angeles. Des Moines, Iowa** TDU spruced up their discussion of the

reopening of the **NMFA** with an impressive **Bar-B-Q**....Meanwhile **Detroit Metro TDU** built up its finances for the struggles ahead with a highly successful rummage sale....

Planning representation from each chapter at the **Rank & File Convention** was a common focus at many meetings, with many chapters doing what **Lehigh Valley TDU** decided to do: take up a collection to help their chapter's representatives attend the Convention.

Another chapter which took a collection to send a representative to the Convention was **Milwaukee TDU**, which collected money to send **George Feld** the hard-working chapter chair and the newsletter editor who it was felt had earned his Conference registration many times over in the hours and days that he and his wife **Arlene** had devoted to making the Milwaukee chapter a success. See you in **Detroit, George**....

Drivers' Nightmare in Memphis

When **PIE** drivers **Matthew Jacobs** and **Robert McCormick** transferred to **Memphis** from **Kansas City** two months ago, they didn't know what to expect.

What they found was a nightmare. Both had been tagged as "trouble-makers" before they even arrived. **Jacobs** was fired for being 30 minutes late on one workcall, and the firing was upheld at the **Southern Conference grievance panel**.

McCormick, after two months, still does not have his furniture (he has a wife and five children) because **PIE** refused to pay the bill when his furniture arrived on **July 5**, claiming he moved "too fast". He then stored his furniture and **PIE** has refused to pay the storage bill.

Both drivers expressed shock at the lack of representation they feel they have received from **Memphis Local 667**. **Jacobs** has been a member

previously of **St. Louis Local 600** and **KC Local 41**. **McCormick** has been a Teamster in **Washington DC, New Jersey** and **Kansas City**. They both said they were used to better representation. One member summed it up: "It seems like our union reps are afraid to ever stand up to the company."

The question they brought to the **September 27 Memphis TDU meeting** was not what could be done to help them personally, but what could be done to get some representation? **McCormick** has already filed suit against **PIE**, and **Jacobs** doesn't intend to drop the issue either. **Jacobs** already in the past has filed discrimination actions against **PIE** (both men are **Black**).

Both men intend to win, and also work along with brother and sister Teamsters to make their local union stronger.

JOIN TDU!

Name _____ Local Union # _____

Address _____

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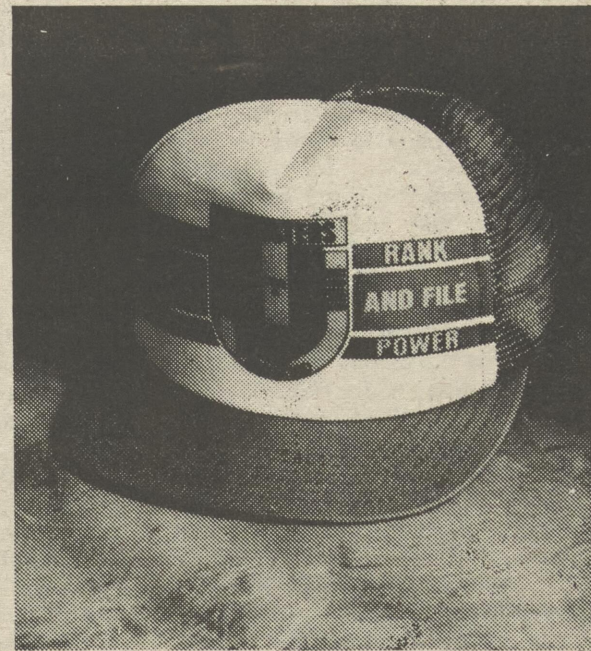
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Kroger Contract Goals Set

Kroger activists met in **Columbus, Ohio** on **September 19** to hammer out rank and file contract proposals for the master contract being negotiated next spring.

Job security was the number one issue discussed, and the members present had a number of specific proposals to deal with this important issue. One proposal calls for a dramatic increase in severance pay which Kroger would have to pay when they shut down a division.

This improvement would not only soften the closing of a division (and not really be a monetary issue unless a division shuts down), but it would also undercut the continual threats Kroger makes about closing down the division when it bargains local supplements.

A second proposal aimed at more job security calls for the guarantee of store deliveries to be made by Kroger drivers only. This would cover all products that could be processed through a Kroger warehouse as well as all Kroger Made Products. With the rise of subcontracting to outfits like **Howard Baer**, the guarantee of store deliveries by Kroger drivers will insure that this work will not be subcontracted too.

When Kroger does shut down a division, a third proposal calls for extension of hiring preference to three years, up from the current one year. This would prevent Kroger from waiting one year to do any hiring at the facility taking over the work in order to get around the current one year limit on hiring preference.

Improve the Grievance Procedure—
Innocent Until Proven Guilty

To prevent Kroger from taking advantage of the grievance procedure as a form of discipline itself, members at the meeting proposed an innocent

until proven guilty grievance procedure. This is another aspect of winning real job security.

Under the proposal, an employee would stay on the job until the grievance had gone the route in the grievance procedure, the only exception being if the employee had caused a clear public safety hazard (such as drunken driving). By winning this procedure, the snail's pace of the grievance procedure would be taken off the backs of the members. A won grievance would also mean no more worrying about those outside chances for back-pay because the employee would have been on the job all along.

Another proposal would give protection from Kroger claiming an employee "voluntarily" quit. Under the proposal, an employee would have to sign a voluntary quit notice before the company could make any such claim.

Other proposals called for improvements in language on dovetailing and on moving expenses to the wording in the freight agreement; elimination of the wording in the subcontracting clause that gives Kroger a green light to use **Howard Baer** because it is under a Teamster contract; and improvements in the funeral leave language.

TDU Convention to Kick Off
National Petition Drive

These proposals are being drawn up in the form of a petition which will be circulated at all Kroger divisions. This petition drive will be kicked off at the special Kroger meeting at the TDU Convention, **October 31**. More strategy planning for the contract will be developed at that meeting, and all Kroger Teamsters interested in being a part of this important campaign are urged to attend the meeting and the Convention.

UPS Incentive Pay

An incentive pay plan for package car drivers has been in effect at the Mid-North Center of the Jefferson St. UPS hub in Chicago since early this year. The company is trying to pass the plan off as a way for drivers to make more money in fewer hours, but in fact, it just seems to be a sophisticated form of old-fashioned speedup.

Under the plan, each driver receives an 8½ to 9½ hour dispatch. The object is to complete the dispatch in less than the allotted time, while receiving pay for the full dispatch. Supposedly this enables the package car drivers to finish work early while making more money.

When the company first introduced the plan, it was presented as voluntary. But when reaction to the plan was overwhelmingly negative at an a.m. meeting called by Business Agent Frank Snow, the company ignored the opinions of the drivers and put it into effect anyway.

It's not surprising that reaction to the plan was negative. One driver from the Mid-North Center outlined some of the reasons why the "incentive pay plan" really just amounts to speedup:

- A few months prior to instituting the plan routes were time-studied and allowances readjusted. The result: a decreasing amount of time for an

increasing amount of work.

- At the start of the plan, each driver was asked to sign a type of performance sheet which listed his performance on a previous dispatch.

- Drivers who consistently run over the allowances are harassed and threatened with suspension or dismissal.

- Since the plan has come in, between two and three routes have been completely eliminated.

- The majority of drivers must skip part or all of their one-hour lunch in order to make bonus.

- There is no provision on weekly pay checks to indicate how much bonus money is earned. Instead a driver must ask to see a computer printout of the previous day's dispatch to learn if he did or did not earn bonus and if so, how much.

- Although this plan may be discontinued by the company at their convenience, it is most likely that drivers would be required to maintain existing levels of performance.

- This center was the first center at Jefferson to employ this plan and if it's successful others are supposed to follow.

- Finally, many years ago the company did have some sort of bonus plan for drivers, but the plan was eventually discontinued. Why?

Grocery Flex in West

"Last time it was the 60 Minute (Productivity) Plan. Now it's the flexible work week. What's next?"

—Local 315 Safeway warehouseman

Three years ago, 2500 grocery Teamsters in Northern California fought a bitter fight to prevent the introduction of "productivity". In the end, they lost. This year, with no strike, these same Teamsters working for Safeway, Lucky's and Alpha-Beta, have been saddled with another major takeaway: loss of premium pay for Saturday work, the "flexible work week."

The issue of Tuesday through Saturday bids, denounced in a union contract notice to the members as a take-away, has been turned over to an arbitrator for a final decision. This is precisely what happened in the case of productivity, when arbitrator Sam Kagel approved the plan. The flexible work week issue could even be turned over to the same man who approved productivity. There is no doubt in anyone's mind that the "flex" is in.

While union officials are trying to put the anticipated blame on the arbitrator, industry newspaper Supermarket News reveals the union's attitude on the flex: "However, although both sides agreed on the concept, details could not be worked out before membership meetings had been scheduled last weekend, so it was agreed to appoint a study committee." (SN, 9/28/81, p 27)

Kept in the Dark

The union did not call a strike when the contract expired on July 31, but waited until September 15 to give the employers 72-hours notice that they were terminating the contract. But they failed to notify the members of this fact, so the first notice the

members had that the contract had been terminated came from the companies by way of a company propaganda notice in their pay envelopes!

Anxious to avoid a strike, the union conducted a rush job on contract approval over the weekend of Sept. 19-20. The members had **nothing in writing** to vote on—they only went on the verbal reports of the officers.

Because there were only verbal reports, the state of the **40-hour guarantee** is clouded. At Safeway, a driver or warehouse worker is guaranteed 40 hours of work if he is called in once in a week. This cuts down on the abuse of casuals. With nothing in writing, the 40-hour guarantee is up in the air.

Some officials even tried to pass the buck off to the members for the dragged out negotiations. Local 315 Secretary Treasurer Vince Aloise referred to some "snivelers" in the local who he claimed hindered negotiations. Aloise must have forgotten these were the same members who took on the Food Employers Council in 1978 and put up one of the toughest fights in recent memory, while he drew full pay.

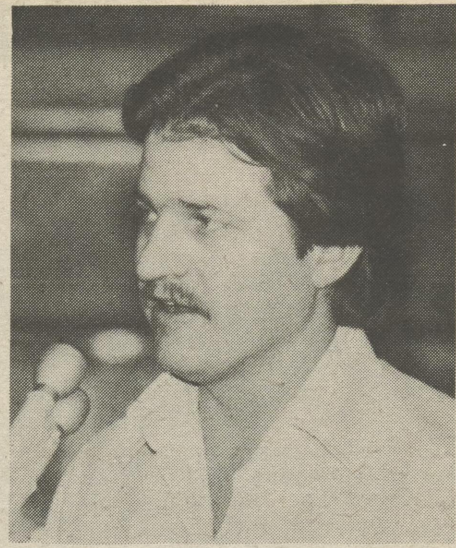
The votes of the nine affected Teamster locals were lumped together so that rejection at one location would be watered down by approval at another. Although the contract was ratified overall, Safeway warehousemen, under advice of their BA, turned it down overwhelmingly as a sign of protest to the company's refusal to co-operate on a study examining productivity's effects on older workers.

The 1978 Nor-Cal grocery strike was a source of inspiration for Teamsters around the country, especially those in grocery. In the end it lost, but not without a hard fight. This year's negotiations will be remembered for the give-away, and that's about all.

He'll
Be There...

Charlie Teas, Local
413, Columbus Oh.

"I'm coming to the Rank and File Convention on October 31-November 1 in Detroit because of the UPS Contract meeting that will be held there. It looks like freight is going to settle for peanuts this year, and with UPS making money hand over fist, I don't think there is any reason why we should be forced to accept that pattern. It's time for us to step out in front."



Part-Timers at UPS

by Paul A. Thomas, Steward, Noon-day Part-Time Shift, New Stanton, Pa.

Since the time Jimmy Hoffa and the UPS brass created the part-time worker the arrangement has been an extremely lucrative one to the UPS profit picture and the Teamster bank-rolls.

The part-timers on my shift average about 16 hours per week. But, at this writing, they pay \$15.50 a month in checkoff dues.

Nationally we constitute half the UPS workforce. But the language in the UPS Master Agreement concerning part-timers barely can be considered an afterthought.

Article 22, Section 4 in that Agreement is the scourge of all part-timers who are looking for a better life in a full-time job. That article shows utter contempt for the part-timers accumulated seniority for it allows UPS to hire non-union personnel to fill full-time jobs while part-time Teamsters have to remain part-time.

This is the famous "2 for 1" article. Two part-timers can fill full-time jobs for every outsider hired. At first glance, the non part-timer may not consider this a bad deal. But it decreases the promotion possibilities for part-timers by one-third. This does not sit well with Teamsters who have been paying dues for years to see outsiders come in and take full-time jobs.

Within the plant, management's constant harassment attempts to scare and intimidate workers to conform to inhuman production standards go virtually unchecked.

UPS's biggest scare tactic is the "write up," where the supervisor

writes freehand what he expects the employee to do and whether or not the employee is conforming to the expectation. This "write-up" goes into the employee's personnel file.

Those who do conform to the production standards generally do so by compromising their personal safety and industrial accidents then occur.

UPS counters this by accusing employees who have incurred injuries as negligent and injury-prone. Warning letters are issued to those employees who get hurt, threatening "further discipline up to and including discharge."

One person on my shift had a 30 lb. box fall on his leg. After receiving a warning letter he told me that even if he gets hurt again, he won't report it to management. This is one of the many cases where their scare tactics are successful.

Union activity is another area where UPS comes down on part-timers. In our hub the only union bulletin board is glass enclosed and locked. None of the part-time stewards have keys to it.

Contract time approaches, and the part-timer at UPS whose working conditions are in a constant state of regression looks toward that time with mixed feelings.

We look hopefully for seniority rights. But we also look realistically at the International fat cats who negotiate with the UPS fat cats. It is a class struggle we face. In that struggle, it is hard to imagine a person who takes home 6-figures annually to care about the class of person whose average weekly take-home pay is \$130.

But let us organize anyway. We owe it to ourselves.

Babysitting the Phone at UPS?

Will UPS feeder drivers be babysitting the phone like freight road drivers do now? Road drivers can be dispatched out after eight hours off the clock. They have to be available for work, waiting by the phone or they can get a warning letter for being unavailable for work.

Recently in Local 71, Charlotte, NC, 5 runs were bid with no starting time. Previously all 80 runs had starting times. Now there are 5 bid runs with no starting times. Those who bid these runs can be called after 8 hours off the clock. Charlotte Local 71 approved this arrangement without even con-

sulting the members.

Now there are 5 without start times. The next time that bids are posted, will there be 10 or more runs without start times? Once you have good conditions, you shouldn't settle for breaking them down little by little.

With things slipping like this, will UPS feeder drivers be babysitting the phone as freight road drivers have to do now? Let us know the situation regarding bid runs without start times in your area. If you don't have them now, don't let the union slip them by you.



Reopening The Freight Contract What It Means For Carhauleders

By now most carhauleders have heard that our union has agreed to the freight companies' demand to reopen the National Master Freight Agreement ahead of schedule to negotiate takeaways. It is common knowledge that the companies are expecting big concessions from these negotiations.

What carhauleders have got to understand now and understand well is that this renegotiation of the freight contract represents the biggest threat to the jobs and standard of living of carhauleders in two decades.

Our own contract, the National Automobile Transporters Agreement, is "Patterned" on the national freight contract. Our basic contract terms come straight from the freight contract. Every three years, whatever freight has got in April, we have had forced on us in June. Even though we voted down our contracts in 1976 and 1979 by solid majorities, in the end we were stuck with them. The money terms were always identical to freight. So if freight workers are screwed in their negotiations next month, it will

be very hard for carhauleders to avoid the same fate soon after. Our companies know this, and our union officials know this. But if we make sure rank & file carhauleders know this, maybe we can put a stop to this sellout.

We will stop giveaways on the carhaul contract if the rank & file is organized and active. The most important event in this process will be the national carhauleders meeting at the Rank & File Convention in Detroit on October 31. (See elsewhere in this issue for details.) We must have a large and representative turnout for this meeting so we can plan our campaign to save our conditions and our standard of living in the carhaul contract negotiations coming up.

If we are organized and strong we can get the International Union to:

— Assure Teamster carhauleders there will be no emergency reopening of our contract for the purpose of granting concessions to our employers. Our contract is valid through May 31, 1982. We should also be assured that no further relief or concessions will be granted to the companies through the grievance procedure in the meantime.

— Assure Teamster carhauleders that we will have majority rule on our contract in 1982. In 1976 and 1979 the contract was forced on us against the overwhelming majority vote of the carhauleders who work under it. The result was explosive labor unrest and very widespread bitterness against our International Union.

Those who negotiate our contract should pay heed: There must be majority rule in 1982!

Ryder Empire Grows

In less than a year Ryder Systems, Inc., Automotive Carrier Division has gobbled up several carhaul companies ranging from Chambers' small Chrysler releasing companies in Detroit (City Car Releasing, Nu-Car Driveaway, and North American Auto Transport) to F.J. Boutell Driveaway and the giant Commercial Carriers, Inc. Now Ryder is continuing to consolidate these companies into its existing operations of Complete Auto Transit, Janesville Auto Transport, and M & G Convoy.

First Nu-Car Driveaway, renamed RMX, Inc., was allowed to die last April following the closing of Chrysler's Lynch Road plant. Only three Nu-Car carhauleders were allowed to take their seniority to City Car, now the Jefferson Division of M & G. A few other Nu-Car drivers were lucky enough to come onto the bottom of the board at M & G—Jefferson in Detroit. Most former Nu-Car Teamsters are just out in the street. Now North American, renamed Summit Ind. by Ryder, is also being folded into M & G—Jefferson. The seniority questions will be settled by panel this month.

In Flint MI the home terminal of F.J. Boutell is being merged into Complete Auto even though their separate traffic remains—Boutell's Buicks and Complete's Chevrolets. The Flint Boutell carhauleders are asking for a dovetail of seniority but some

Complete employees have filed grievances saying Boutell should only get "preferential hiring" at the bottom of the board. This issue is also to be settled at the panel this month.

Finally, Boutell is also set to disappear within the next few months in Detroit, merged into commercial Carriers. So far the talk on this Detroit merger is of dovetailing seniority but nothing has been formalized.

Both in Flint and Detroit the Boutell carhauleders are at the mercy of contract language which does not protect their right to maintain their seniority and continue to haul the traffic they have had for decades. And they are at the mercy of grievance panels which over the last two years have deprived many hundreds of high seniority carhauleders of job security.

Since 1979 the Carhauleders Coordinating Committee of TDU has taken the position that carhauleders' job security and seniority rights should be protected with the right to stay with your work regardless of mergers, buyouts, etc. We desperately need to change the contract in 1982 to give us all this guarantee. In the meantime we need to put as much pressure as we can on our union officials to stand up for our rights in the grievance procedure. Ryder may have the right to consolidate its empire, but we expect our union to stop Ryder from destroying seniority.

Union Busting Hits Local 800

A massive challenge has been thrown before Steelhauler Local 800 by Helms Astro and their Pittsburgh Agent.

On September 14, Agents John and Phil Rezzetano, who own most of the trucks leased to Helms Astro in Pittsburgh, openly declared that they were laying off Local 800 committeeman and TDU member Mel Packer for his union activity.

In front of Local 800 BA Ed Hammel, they told Packer that if he took a \$74 check for a grievance he won, he was out of a job.

BA Hammel quickly told the Rezzitanos that they could not lay off Packer out of seniority order. The Helms Agents then proceeded to lay off 30 other drivers below Packer and told them all that they did it to get rid of him.

The Rezzitano's then made bigger fools of themselves when they told all the drivers except Packer that they

could only stay on if they agreed to work for "Team Transport", a new non-union company that the Rezzitanos control and may own.

Since then, the remaining 19 Helms drivers on Rezzitano's trucks were given the same option: "switch or go."

So far, Local 800 BA Hammel has backed Packer and the other drivers all the way. NLRB charges have been filed against Helms Astro, Team Transport, and Emeryville Trucking (Rezzitano's truck-owning company).

Over 90 jobs have been stolen from Local 800 in this union busting move. The boldness of employers like Team Transport and Helms Astro is an indication of their contempt for the strength of the union.

But if Local 800 lives up to their promises and Helms Astro drivers continue with their charges and attempts to organize Team Transport, this may be one employer who will learn a hard and expensive lesson.

YCC Moves to Slash Benefits

Youngstown Cartage Co. (YCC) has sent a letter to all of its Teamster employees proposing the most outrageous relief plan yet to hit the deck.

Citing lawsuits in excess of \$1.5 million over the past 2 years, William Wolff Jr., YCC President, says, "It is time for us together to make a decision." (Readers may note that whenever the company is in trouble, it suddenly becomes our company, but in good times...?).

Wolff is proposing that the company will return to paying on 100% of the tariff instead of the 95% now being grieved if the drivers will agree to give up their benefits. Under his formula, drivers with less than 2 years seniority will get 29%, those with over 2 years will get 29½%, and over 10 years will get 30%.

All the drivers have to do is give up their health and welfare, holidays, vacations, pension, sick days, etc... Quick mental calculations figuring an \$80,000 gross revenue year will show

that the average employee will lose at least \$4,000-\$6,000 annually. Further, that same driver will then have to turn around and purchase his own sickness and pension plan.

Based on a meeting with some Local 800 and Local 92 YCC drivers, it appears that this proposal may simply be a big stick to soften the opposition. There are indications that Wolff might be willing to play "good guy" by continuing health and welfare and pension benefits if drivers will give him relief on everything else.

But if YCC is serious about stealing what they can, they better hurry. Last week it was rumored that the spirit of PT Barnum was seen hanging around the drivers room, singing his old refrain "There's a sucker born every minute." Drivers who are seriously considering this proposal should ask Wolff if he is willing to give up his non-union companies in return. TDU is willing to bet that this alone will banish the spirit of PT Barnum.

TDUers Defend Surcharge

On Tuesday, September 22 an overflow crowd jammed the Fuel Surcharge hearings at the Interstate Commerce Commission (ICC) in Washington.

At stake in this hearing were the jobs and futures of thousands of owner-operators, both Teamster and non-union. The ICC has already proposed to terminate the Fuel Surcharge (FSC) by rolling it into the rates. Most drivers believe that it would then be destroyed by the rate-cutting that has swept the industry.

Over 40 individuals or representatives of organizations had requested speaking time. Most of them were there on behalf of shippers, carriers, or owner-operator organizations. An attorney spoke for the IBT while TDU sent Gil Kudrin, Local 407 owner-operator, along with Mel Packer, Local 800 steelhauler, from the Steelhaulers Organizing Committee (SHOC) of TDU. Kudrin was able to give a human side to the issue by describing to the ICC his "marginal existence" that was only at that level due to his wife's full-time job. By pointing out the economic necessity of the FSC Kudrin blasted the ICC for past actions

by saying, "Since deregulation, the FSC is all that stood between the owner-operator and financial ruin."

Kudrin closed by expressing his belief that, "Owner-operators will not stand passively by in the face of financial ruin. They will not go out with a wimper, but with a bang."

By October 8, any ruling they make should become law. It will probably take 30 to 60 days for its full impact on Teamster owner-operators as the rates become "temporarily" adjusted.

After that, the future is anybody's guess. The ICC insists that it will find a way to "guarantee" to owner-operators that they will get the full surcharge in the rates.

But as Mel Packer said to Chairman Reese Taylor, "If the ICC guaranteed to 100 owner-operators that the sun was shining, I could sell 99 of them raincoats before they left the room".

If the FSC is ended, it will coincide timewise with the reopening of the NMFA and union-initiated relief proposals for Teamster drivers and dockworkers.

The possibility of united rank and file action should be clear to all concerned.

Why A Petition

If you are concerned about the contract, if you are worried about losing your Cost of Living Adjustment, if you are concerned about the way our union is losing ground, then **you** should make plans to attend the Rank & File Convention in Detroit, October 31-November 1.

(Printed petitions are available from TDU. Call or write to request them.)